

*Personal*  
3IC-74-0880  
29 October 1974AT  
MEMORANDUM FOR: SUBJECT : Intelligence Community Honor and Merit  
Award Program

1. On the surface I see no objection to and some validity in the creation of an awards program for employees of the intelligence community. I believe that the CIA awards mechanism does provide, through interpretation, for this need, but its very sparing and high level use outside the Agency presents difficulties in accomplishing the desired purpose of broader application.

2. Obviously there is merit to a community awards program to be operated under the authority of the DCI as community leader. Such a program should be structured as a supplement to the Service and Defense military awards systems (CIA, DIA, NSA, etc.) and any other established Government award system (Civil Service, etc.). The definitions for eligibility and consideration should be such that candidates generally fall outside the criteria for awards from the other established systems, or where performance is so exemplary that recognition from more than one source is in order.

3. To accomplish the structure and definitions for such a system, in addition to operating the system on behalf of the DCI (as community leader), requires a broad community view and should not be the task of one agency. In other words, if it is to be done, it should be an IC Staff design and function -- not by CIA. CIA or others could be asked to assist in the design, but the review of candidates and recommendations to the DCI should be a function of the IC Staff or of a Review Board with community-wide participation. There specifically is no need (and it would be an error) to process such recommendations through the CIA Honor and Merit Awards Board.

  
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